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<https://quagmatic.com/leadership>

Summary

Seeking ways to execute on my personal leadership philosophy: To grow, inspire, and serve my team while seeking and implementing ways to push the business forward.

Skills

- **Technical Skills:** Test Automation, API Testing, Performance Testing, Security Testing, Exploratory Testing, Software Testing, Quality Assurance, DevOps, Continuous Integration, Amazon Web Services (AWS), Github Actions, Gitlab Runners
- **Testing Tools:** Postman, Charles Proxy, NeoLoad, JMeter, Github, Jenkins, OWASP ZAP, BurpSuite, Browser Dev Tools
- **Methodologies:** Context Driven Testing, Modern Testing, Agile Testing, Servant Leadership, Agile, Scrum, Kanban, Quality Coach, Mentor
- **Programming Languages:** HTML, CSS, SQL, Ruby, Python, Javascript

Experience

Director of Software Test, Daxko, 11/2019 - 1/2022

- Hiring, growing, and leading Test Engineers, Test Managers, and Software Engineers in Test across multiple products
- Building and growing an engineering culture that cares about quality
- Identified and built out standard metrics around release quality, customer reported defects, and test automation
- Building strategies around what and how to add test automation to our flagship products.
- Involved in designing and building out our CI/CD pipelines
- Influencing and establishing healthy culture around: agile practices, high quality software, and teamwork
- Leading remote teams both in the US and offshore
- Established branching, deployment, and testing strategy multiple acquisitions at Daxko
- Effectively lead the test team of approximately 50 team members
- Established world class test automation strategies, and empowering the teams consistent delivery of quality software
- Established career path and training library for the test team

Engineering Manager, Daxko, 2/2019 - 11/2019

- Hiring, growing, and leading Software Engineers and Tester Engineers across multiple project teams
- Serving as a technical lead working with product managers when scoping out the details of new product features
- Work with product team to establish realistic delivery dates and project milestones
- Influencing and establishing healthy culture around: agile practices, high quality software, and teamwork
- Leading remote teams both in the US and offshore.

- Hired UI Software Engineers to build React front ends to our applications

Test Engineering Manager, Daxko, 2/2016 - 2/2019

- Built and implemented a release management process to allow multiple teams to deliver code to production
- Identified risks for upcoming development and infrastructure projects and worked with teams to mitigate as much as possible
- Hired and trained 10 team members in this role across two different products
- Transitioned to a company that we acquired and positively influenced the culture of quality across the development teams
- Successfully implemented a Test Automation strategy and have made significant progress on API and UI frameworks
- Worked with DevOps team to build out our CI/CD pipeline

Software Test Engineer, Daxko, 8/2012 - 2/2016

- Tested across many different products and product teams.
- Implemented Test Automation Framework Ruby/Watir/Selenium.
- Served as Scrum Master for delivery team.
- Used exploratory testing to find defects in web application.
- Managed code deployment processes.

Manager of Operations, Complete Communication Services, 4/2006 - 8/2012

- Managed inbound call center.
- Negotiated rates with vendors.
- Managed warehouse fulfillment.
- Provided technical training and documentation for team members.

Education

Auburn University, 8/2005

Liberal Arts

Publications

- *I've Made Huge Mistakes in Test Automation, So You Don't Have To*, Ministry of Testing
I've made a lot of mistakes in my testing career, and always seek to answer the question afterward; How can I ensure this doesn't happen again? I'll be sharing those mistakes along with my key learnings. I'll discuss a balanced team structure, automating at the wrong level, code organization, test data management, and more.
- *Uncovering the Power of Browser DevTools Workshop*, Ministry of Testing
Many software testers do not realize the wealth of information they have at their fingertips, within their web browser. Come learn how to use Browser DevTools to improve your testing toolkit with his workshop Uncovering the Power of Browser DevTools. There was a total of 4 99 minute interactive workshops.
- *What!!! You Don't Have Test Cases*, Agile Testing Days USA
I share my 7-year testing journey from thinking testing was just about executing hundreds of test cases a day to living the dream exploring, learning, and growing technically every day while testing cool software. Along the way, I'll share how we get by without test cases and the need for a test case management solution and highlight all the processes our team has put in place to

scale this approach.

- *Automate The Monolith*, STAC2015
My first public talk, paired up with Jeremy Polley, given about our progress in test automation against our monolithic application.

Profiles

- Twitter, [butchmayhew](#)
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- GitHub, [bmayhew](#)